ADR

Alternative Dispute Resolution

"Positive Solutions for You"

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AWARDED TO DEPARTMENT OF THE NAVY

The HRSC East Conflict Resolution Center provides our mediators. They are a two time winner of the Mediator of the Year Award and they have one of the highest success rates in the Navy.

Frequently Asked Questions:

Q: Do I have to use the ADR process?

A: Mediation (ADR) is a voluntary process.

Q: If I try ADR, do I lose my rights under the Negotiated Agreement or the EEO complaint process?

A: No. Parties may stop the ADR process at any time and return to the appropriate traditional method of dispute resolution.

Q: How can I find out more about ADR?

A: Contact your local Equal Employment Opportunity Office.

Q: Who can initiate an ADR process?

A: Employees, managers, unions.

Workplace issues slowing your productivity…try ADR for win/win results!

Want to Learn More About ADR?

Visit the following web sites:

www.adr.navy.mil

www.opm.gov

What is ADR? (Alternative Dispute Resolution)

It is an alternate method for resolving disputes and problems outside of the traditional process of grievances, EEO complaints, and litigation. Mediation is the ADR process most commonly used by Navy and Marine Corps.

What is Mediation?

A voluntary ADR process in which a trained, certified neutral person facilitates discussions between two or more parties to help them arrive at a mutually agreeable resolution of a dispute.

Goal of ADR

- Resolve disputes and conflicts at earliest stage feasible
- Resolve disputes quickly
- Resolve disputes inexpensively

Benefits of Using ADR

- Confidential
- Maintains Work Relationships
- It's not about fault or blame, it's about results
- Improves communications
- Provides "Real Time" response to the issues involved
- Promotes creative solutions
- Less expensive
- Fast

When to Use Mediation

- When parties want to restore or maintain an effective working relationship.
- When there is a desire to retain decision-making authority over the outcome of the situation rather than give it to a third party.
- A commitment to move from a fixed position and generate solutions

ADR is Appropriate For:

- Workplace disputes
- Administrative Grievances
- EEO Complaints
- Discipline issues
- Union Issues (IAW Collective Bargaining Agreement)
- Reaching consensus in a working group

ADR Program Guidelines

➔Administrative Dispute Resolution Act of 1996

➔SECNAVINST 5800.13A "Alternative Dispute Resolution"

➔DoD Directive 5145.5 "Alternative Dispute Resolution"

➔29 Code of Federal Regulations 1614

Getting Started

Contact Paula Bedford, Headquarters Marine Corps Dispute Resolution Manager, to discuss using the ADR process. You may also go to www.adr.navy.mil to obtain additional information.